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FPM LTR. NO. 530-192

UNITED STATES CIVIL SERVICE COMMISSION

## FEDERAL PERSONNEL MANUAL SYSTEM

### LETTER

Washington, D.C. 20415

October 24, 1975

FPM LETTER NO. 530-192

Supersedes FPM Letters 530-186 through 530-191

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges  
Established Under 5 U.S.C. 5303 To Reflect General Pay Increase

#### *Heads of Departments and Independent Establishments:*

1. Under authority of 5 U.S.C. 5303(a), which requires a determination on how the salary rates of employees covered by special rate schedules shall be adjusted at the time of a general pay increase, the Commission has decided that the pay of such employees shall be increased by an amount fully equivalent to the general pay increase for General Schedule employees authorized by Executive Order 11653. This decision is being implemented by the special schedules attached to this letter, and the higher pay rates are effective the same date as the general pay increase.

2. The pay of employees on the rolls and covered by special rates will be converted to the new special rate ranges in accordance with section 530.307 (b) of the Commission's regulations. The applicable part of the section reads as follows:

"(b) When an employee was receiving a special rate immediately before the effective date of a statutory pay increase, he shall receive on that effective date the rate of basic pay for: (1) The numerical rank in the new special rate range for his grade or level that corresponds with the numerical rank of the special rate he was receiving immediately before that effective date; . . . ."

To illustrate the effect of 530.307(b), the rate of adjustment for Veterinarian GS-701-9 is used: An employee in the third step rate of the GS-9 special rate range immediately before the effective date will remain in the third step of the new special rate range on the effective date, and his salary will be increased from \$15,409 to \$16,176 as of the first pay period that begins on or after October 1, 1975.

3. The pay of employees who are receiving a "saved rate" as a result of a special rate range having been reduced previously (but not discontinued) will be adjusted in accordance with the provisions of section 531.405(a)(3).

INQUIRIES: Division of Personnel, Department of Policies and Standards  
63-32512 or Code 101, Extension 250

CSC CODE 530, Pay Rates and Systems Manual

DISTRIBUTION: FPM 6-10000

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of the Commission's regulations. This means that the pay for these employees will be adjusted by the amount of increase granted to the tenth rate of the special rate range rather than the regular range.

To illustrate, the rate of adjustment for GS-3 Licensed Practical Nurse (New York SMSA) is used: An employee receiving a saved rate would have his pay increased by \$554, the amount of increase for the tenth step of the GS-3 special rate range in this FPM Letter.

4. An additional FPM Letter will be published as soon as the annual review of special salary rates has been completed to further adjust many of the special schedules in this FPM Letter. This means that some authorizations could be reduced or cancelled as the result of the annual review, and, for others, while a special rate will continue to apply, certain grade levels previously covered may revert to the regular schedule.

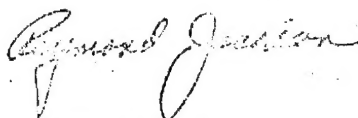
5. (a) Clarification of FPM Letter No. 530-191. Under FPM Letter No. 530-191, special salary rates for grades GS-5 and GS-7 were cancelled for the GS-510, GS-512, and GS-343 series, effective October 12, 1975. This cancellation date was intended to be the first day of the first pay period beginning on or after October 1, 1975, which is October 12 for the great majority of employees. For employees whose pay period begins on an earlier date in October, however, such as October 5, the cancellation is effective on that earlier date.

(b) In processing the cancellation of the special salary rates and the conversion to the new General Schedule pay rates, agencies should ensure that these actions are processed in the proper order. First, the special salary rate is to be cancelled and the employee converted to the regular rate range in accordance with attachment 1 to FPM Letter No. 530-191. Then, the employee is to be converted to the new General Schedule pay rates in accordance with FPM Letter No. 531-48.

6. Agencies are cautioned not to use the rates set forth in the attachments to this FPM Letter when making commitments for future actions such as, appointments or promotions.

7. Any downward adjustments in rates, however, would be adjustments to the special schedules only. Employees on the rolls will retain their existing rates of pay including the amount of the general pay increase.

By direction of the Commission:

  
Raymond Jacobson  
Executive Director

Attachments

*BEST COPY*  
*Available*

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
  - a. Specific occupational series coverage by series code and title;
  - b. The geographic coverage;
  - c. Grade or grade levels covered;
  - d. The special minimum rate, identified as "1st Step Rate";
  - e. The special maximum rate, identified as "10th Step Rate";
  - f. The amount of the within-grade increase;
  - g. Effective date (the actual effective date will be the first day of the first pay period which begins on or after the date shown).
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Medical Officer, GS-602-11 is used:

(The special minimum (i.e., 1st step rate) is \$21,133, the maximum (i.e., 10th step rate) is \$26,011 and the amount of the within-grade increase is \$542 a year.)

1	2	3	4	5	6	7	8	9	10
\$21,133	\$21,675	\$22,217	\$22,759	\$23,301	\$23,843	\$24,385	\$24,927	\$25,469	\$26,011

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables, the full range of authorized rate is readily identified.

\*Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

GS-000 Miscellaneous Occupations

Attachment No. 1 to HRM Letter 530-192

(2)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-081 Fire Protection and Prevention Series Table No. 011	Clear Air Force Base, Alaska	GS-4 GS-5 GS-6 GS-7	\$9,838 10,713 11,274 11,782	\$12,232 13,395 14,262 15,094	\$266 298 332 368	October 1, 1975
GS-083 Airport Police Table No. 012	Washington National Airport and Dulles International Airport, Washington, D.C.	GS-4 GS-5	\$ 9,572 10,415	\$11,966 13,097	\$266 298	October 1, 1975
GS-081 Policeman	Hines, Illinois	GS-4 GS-5	\$ 8,774 9,521	\$11,168 12,203	\$266 298	October 1, 1975

GS-600 Medical, Hospital, Dental and Public Health Group

GS-602 Medical Officer Series Table No. 290	Worldwide  *NOTE: Maximum rate may not exceed \$37,800 a year	GS-11 GS-12 GS-13 GS-14 GS-15	\$21,133 25,200 29,782 33,126 35,485	\$26,011 31,014 36,658 *41,181 *44,881	\$542 646 764 895 1,044	October 1, 1975
GS-610 Nurse Series Table No. 003	Galveston, Texas	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-610 Nurse Series Table No. 352	San Francisco, California SMSA	GS-4 GS-5 GS-7 GS-8 GS-9	\$10,370 11,607 12,150 13,036 13,931	\$12,764 14,289 15,462 16,699 17,972	\$266 298 368 407 449	October 1, 1975
GS-610 Nurse Series Table No. 292	Baltimore, Maryland SMSA	GS-4 GS-5	\$ 8,774 9,223	\$11,168 11,905	\$266 298	October 1, 1975
GS-610 Nurse Series Table No. 305	Boston, Massachusetts SMSA	GS-4 GS-5	\$ 9,306 10,117	\$11,700 12,799	\$266 298	October 1, 1975
GS-610 Nurse Series Table No. 304	Washington, D.C. SMSA including the D.C. Government's Children's Center, Laurel, Maryland and the U.S. Marine Corps Base, Quantico, Va.	GS-4 GS-5	\$ 9,572 10,415	\$11,966 13,097	\$266 298	October 1, 1975

Attachment No. 1 to FPM Letter 530-192 (3)

## GS-600 Medical, Hospital, Dental and Public Health Group (continued)

Attachment No. 1 to FPM Letter 530-192

(4)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-610 Nurse Series GS-615 Public Health Nurse Series  Table No. 290	New York City, New York	GS-4 GS-5 GS-6 GS-7 GS-8 GS-9	\$10,370 11,607 11,938 12,518 13,036 13,931	\$12,764 14,289 14,926 15,830 16,699 17,972	\$266 298 332 368 407 449	October 1, 1975
GS-610 Nurse Series Table No. 350	Long Beach, California plus a 15-mile radius	GS-5	\$10,117	\$12,799	\$298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 397	New York, New York SMSA and Nassau - Suffolk, New York SMSA	GS-3 GS-4 GS-5 GS-6	\$ 9,235 9,838 10,415 10,942	\$11,368 12,232 13,097 13,930	\$237 266 298 332	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 397	Cook County, Illinois (including the city of Chicago)	GS-3 GS-4	\$ 7,813 8,508	\$ 9,946 10,902	\$237 266	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 401	West Haven, Connecticut	GS-3 GS-4	\$ 8,050 8,508	\$10,183 10,902	\$237 266	October 1, 1975

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GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-621 Licensed Practical Nurse Table No. 343	Boston, Massachusetts SMSA	GS-3 GS-4 GS-5	\$ 8,287 8,774 9,223	\$10,420 11,168 11,905	\$237 266 298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 357	Ann Arbor, Michigan	GS-3 GS-4 GS-5	\$ 8,524 9,040 9,521	\$10,657 11,434 12,203	\$237 266 298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 356	Allen Park, Michigan	GS-3 GS-4 GS-5	\$ 8,524 9,040 9,521	\$10,657 11,434 12,203	\$237 266 298	October 1, 1975
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 358	New York City and Suffolk County, New York	GS-6 GS-7 GS-8 GS-9 GS-10	\$12,502 13,622 14,257 14,829 15,318	\$15,590 16,934 17,920 18,870 19,764	\$332 368 407 449 494	October 1, 1975
GS-633 Physical Therapist Table No. 359	Allen Park, Michigan	GS-5 GS-7	\$10,713 11,414	\$13,395 14,726	\$298 368	October 1, 1975
GS-644 Medical Technologist Series Table No. 360	Washington, D.C. SMSA	GS-5	\$10,117	\$12,799	\$298	October 1, 1975

Attachment No. 1 to FPM Letter 550-192 (5)

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## GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-644 Medical Technologist Series Table No. 316	Ann Arbor, Michigan SMSA	GS-5	\$ 9,223	\$11,905	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 314	Milwaukee (Wood), Wisconsin	GS-5	\$ 9,521	\$12,203	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 313	San Francisco - Oakland and San Jose, California SMSAs	GS-7 GS-8 GS-9	\$13,254 13,850 14,380	\$16,566 17,513 18,421	\$368 407 449	October 1, 1975
GS-644 Medical Technologist Series Table No. 308	Indianapolis, Indiana	GS-5	\$ 9,223	\$11,905	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 301	New York City, New York	GS-5 GS-7	\$10,713 11,782	\$13,395 15,094	\$298 368	October 1, 1975
GS-644 Medical Technologist Series Table No. 333	Detroit, Michigan SMSA	GS-5 GS-7	\$10,435 11,414	\$13,097 14,726	\$298 368	October 1, 1975

## GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-647 Medical Radiology Technician Series Table No. 320	New York City and Suffolk County, New York	GS-4	\$10,104	\$12,498	\$266	October 1, 1975
		GS-5	10,713	13,395	298	
		GS-6	11,606	14,594	332	
		GS-7	12,518	15,830	368	
GS-647 Medical Radiology Technician Series Table No. 340	Los Angeles - Long Beach, California	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975
GS-647 Medical Radiology Technician Series Table No. 341	Cook Co., Illinois (including the city of Chicago)	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975
		GS-5	9,223	11,905	298	
GS-647 Medical Radiology Technician Series Table No. 353	Boston, Massachusetts	GS-4	\$ 9,306	\$11,700	\$266	October 1, 1975
		GS-5	9,819	12,501	298	
		GS-6	10,278	13,266	332	
GS-649 Inhalation Therapy Technician Table No. 344	New York City, New York SMSA, Nassau - Suffolk, New York SMSA	GS-4	\$ 9,306	\$11,700	\$266	October 1, 1975
		GS-5	10,117	12,799	298	
		GS-6	10,942	13,930	332	
		GS-7	11,414	14,726	368	
GS-682 Dental Hygienist Series Table No. 327	Norfolk and Newport-News-Hampton, Virginia SMSAs	GS-4	\$ 8,242	\$10,636	\$266	October 1, 1975
		GS-5	9,223	11,905	298	

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-682 Dental Hygienist Series Table No. 323	States of California and Nevada	GS-4 GS-5	\$ 8,242 9,223	\$10,636 11,905	\$266 298	October 1, 1975
GS-682 Dental Hygienist Series Table No. 347	Columbia, Missouri	GS-4 GS-5	\$ 8,774 9,521	\$11,168 12,203	\$266 298	October 1, 1975
GS-682 Dental Hygienist Series Table No. 359	Knoxville, Iowa	GS-5	\$10,713	\$13,395	\$298	October 1, 1975

Other Miscellaneous Occupations

GS-701 Veterinarian Series Table No. 400	Worldwide	GS-9	\$15,278	\$19,319	\$449	October 1, 1975
GS-701 All Professional Series in the Engineering and Archi- tecture Group (except Mechanical Engineer. See Area A-10, below) Table No. 404	Nationwide	GS-5 GS-7	\$11,607 12,518	\$14,289 15,830	\$298 368	October 1, 1975

Other Miscellaneous Occupations (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-830 Mechanical Engineer (Class: Special rates limited to Mechanical Engineers engaged in motor vehicle emission control mobile source compliance program and mobile source standards program.) Table No. 312	Ann Arbor, Michigan SMEA	GS-7	\$12,150	\$13,462	\$368	October 1, 1975
GS-1224 Patent Examining Series (Engineering Specializations only) Table No. 313	Washington, D.C.	GS-5 GS-7	\$11,011 11,782	\$13,693 15,094	\$298 368	October 1, 1975
GS-1311 Physical Science Technician (Limited to employees assigned to Radiological Moni- toring and Control duties only) Table No. 314	Mare Island, Naval Shipyards, California	GS-5 GS-6 GS-7 GS-8	\$10,415 11,274 12,150 13,036	\$13,097 14,262 15,462 16,699	\$298 322 368 407	October 1, 1975
GS-1321 Mechanical Engineer Table No. 315	Nationwide	GS-5 GS-7	\$11,607 12,518	\$14,289 15,830	\$298 368	October 1, 1975

Other Miscellaneous Occupations (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN- GRADE INCREASE	EFFECTIVE DATE
GS-1004 Printing Management Series (Note: Eligibility for these special rates is limited to employees who have at least a Baccalaureate Degree with a major in Printing Management.) Table No. 725	Nationwide	GS-5 GS-7	\$11,011 11,782	\$13,693 15,094	\$298 368	October 1, 1975
GS-2001 Retail Store Checker, Supervisory Sales Store Checker Table No. 920	Denver, Colorado	GS-3 GS-4	\$ 7,813 8,242	\$ 9,946 10,636	\$237 266	October 1, 1975

Attachment No. 1 to HR Letter 530-192 (10)

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GRADE	STATUTORY RANGE (Effective the first day of the first pay period beginning on or after October 1, 1975)										EXTENDED RANGE FOR SPECIAL RATES										Within- Grade in- creases	GRADE
GS-1	\$5,530	\$5,741	\$5,953	\$6,114	\$6,293	\$6,484	\$6,669	\$6,854	\$7,039	\$7,224	\$7,409	\$7,594	\$7,779	\$7,964	\$8,149	\$8,334	\$8,519	\$8,704	\$8,889	\$185	GS-1	
GS-2	6,298	6,506	6,715	6,926	7,136	7,346	7,556	7,766	7,976	8,186	8,396	8,606	8,816	9,026	9,236	9,446	9,656	9,866	10,076	210	GS-2	
GS-3	7,102	7,339	7,576	7,813	8,050	8,287	8,524	8,761	8,998	9,235	9,472	9,709	9,946	10,183	10,420	10,657	10,894	11,131	11,368	237	GS-3	
GS-4	7,944	8,212	8,500	8,774	9,040	9,306	9,572	9,838	10,104	10,370	10,636	10,902	11,168	11,434	11,700	11,966	12,232	12,498	12,764	266	GS-4	
GS-5	8,815	9,225	9,521	9,819	10,117	10,415	10,713	11,011	11,309	11,607	11,905	12,203	12,501	12,799	13,097	13,395	13,693	13,991	14,289	295	GS-5	
GS-6	9,810	10,276	10,619	10,942	11,273	11,606	11,938	12,270	12,602	12,934	13,266	13,598	13,930	14,262	14,594	14,926	15,258	15,590	15,922	332	GS-6	
GS-7	11,030	11,414	11,782	12,150	12,518	12,886	13,254	13,622	13,990	14,358	14,726	15,094	15,462	15,830	16,198	16,566	16,934	17,302	17,670	368	GS-7	
GS-8	12,222	12,629	13,036	13,443	13,850	14,257	14,664	15,071	15,478	15,885	16,292	16,699	17,106	17,513	17,920	18,327	18,734	19,141	19,548	407	GS-8	
GS-9	13,422	13,931	14,350	14,829	15,278	15,727	16,176	16,625	17,074	17,523	17,972	18,421	18,870	19,319	19,768	20,217	20,666	21,115	21,564	449	GS-9	
GS-10	14,622	15,188	15,612	16,066	16,500	16,944	17,388	17,832	18,276	18,720	19,164	19,608	20,052	20,496	20,940	21,384	21,828	22,272	22,716	494	GS-10	
GS-11	15,822	16,407	16,931	17,455	17,979	18,503	19,027	19,551	20,075	20,599	21,123	21,647	22,171	22,695	23,219	23,743	24,267	24,791	25,315	542	GS-11	
GS-12	17,022	17,629	18,153	18,677	19,201	19,725	20,249	20,773	21,297	21,821	22,345	22,869	23,393	23,917	24,441	24,965	25,489	26,013	26,537	594	GS-12	
GS-13	18,222	18,859	19,433	20,007	20,581	21,155	21,729	22,303	22,877	23,451	24,025	24,599	25,173	25,747	26,321	26,895	27,469	28,043	28,617	642	GS-13	
GS-14	19,422	20,089	20,691	21,293	21,895	22,497	23,099	23,701	24,303	24,905	25,507	26,109	26,711	27,313	27,915	28,517	29,119	29,721	30,323	694	GS-14	
GS-15	20,622	21,319	21,951	22,583	23,215	23,847	24,479	25,111	25,743	26,375	27,007	27,639	28,271	28,903	29,535	30,167	30,799	31,431	32,063	742	GS-15	

\* Rates may not exceed the rate for Executive Level V. As of October 1975, Executive Level V rate was \$37,610.  
 † Rates may not exceed the regular rate for GS-18.

Attachment 2 to FPM Ltr. 530-172

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